

Job Creation and Retention Trust

Public Forum
November 9, 2021

Somervillema.gov/jcrt



This meeting is being recorded

Agenda



Who is the Job Creation and Retention Trust Board?



What is jobs linkage funding?



Investment prioritization process



Overview of 2020-2021 investments



Allocations and potential future investments



Public input on investment ideas for 2022

Somervillema.gov/jcrt

About the Job Creation and Retention Trust Fund (JCRT)

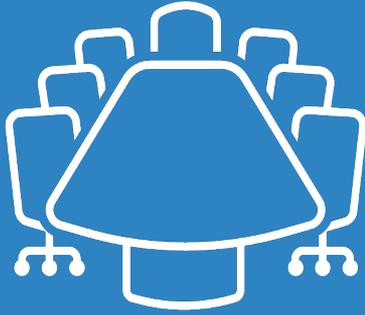
In December 2017, the City Council approved a zoning amendment to create a linkage fee of \$2.46 per square foot of commercial development over 15,000 square feet to provide and enhance employment opportunities for Somerville residents. In 2018, the Council approved an ordinance to create the Jobs Creation and Retention Trust and nine-member Board of Trustees entrusted to manage these funds.

The Jobs Linkage Fee is currently **\$2.60**/square foot as of March 2021.

Enabling Legislation

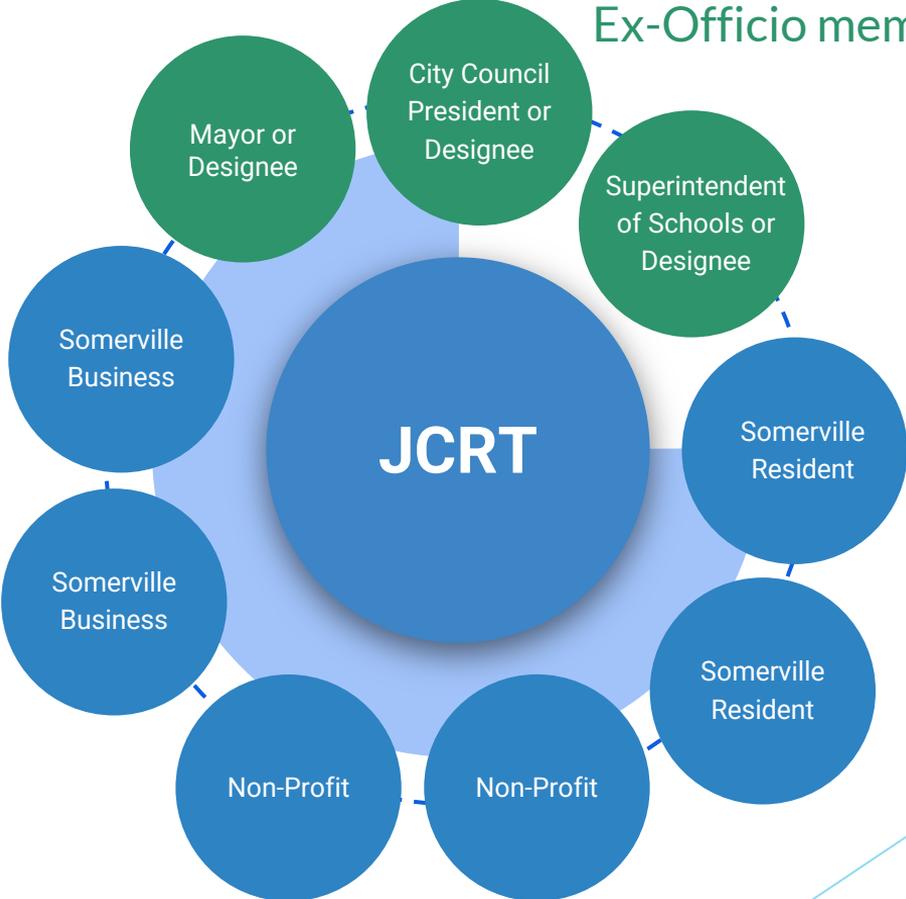
- [House No. 4303](#)
- [Ordinance No. 2017-16](#)
- [Ordinance No. 2018-01](#)



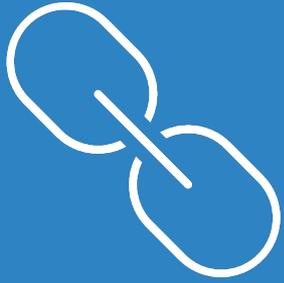


Who are the Job Creation and Retention Trust Board of Trustees?

Ex-Officio members



Mayoral appointees, confirmed by the Somerville City Council



What is Jobs Linkage Funding?

Linkage Fees

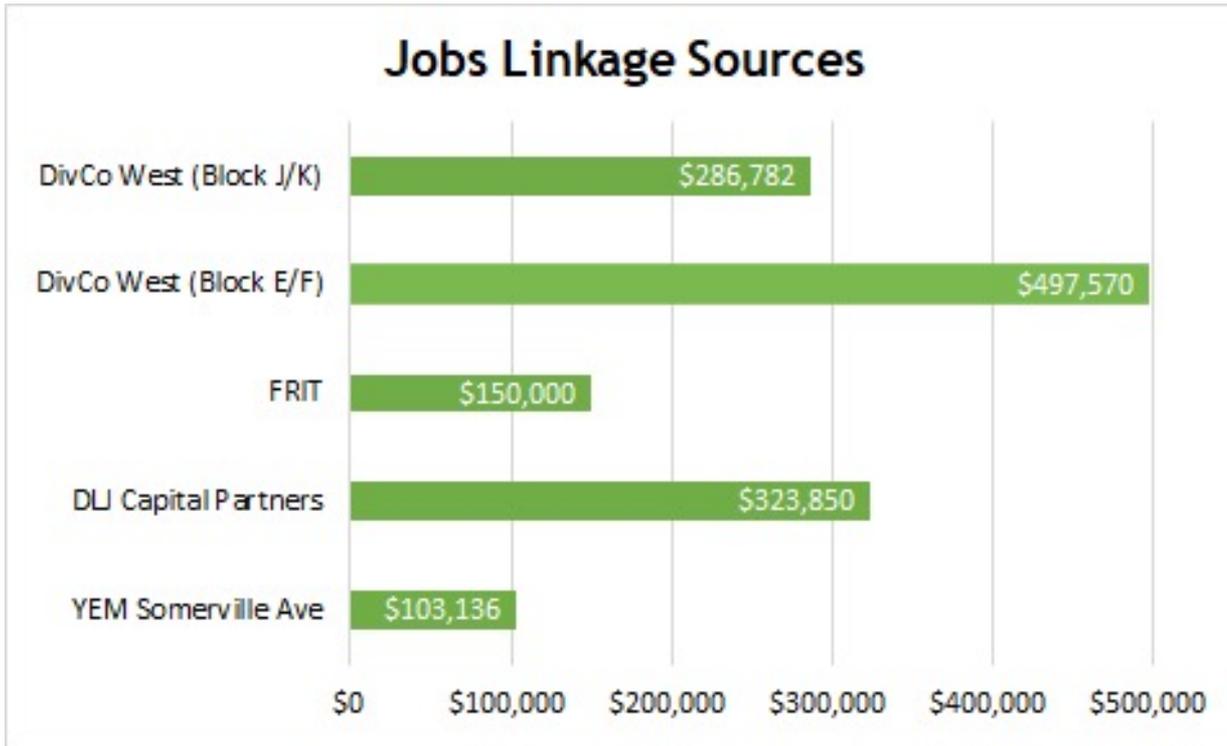
- ▶ \$2.60 per square foot fee on commercial real estate development projects over 15,000 square feet
- ▶ Fees are paid in two phases: 50% at the building permit and 50% at the certificate of occupancy.
- ▶ Annual fee adjustment based on Boston CPI

\$2.58 in 2020 → \$2.60 in 2021

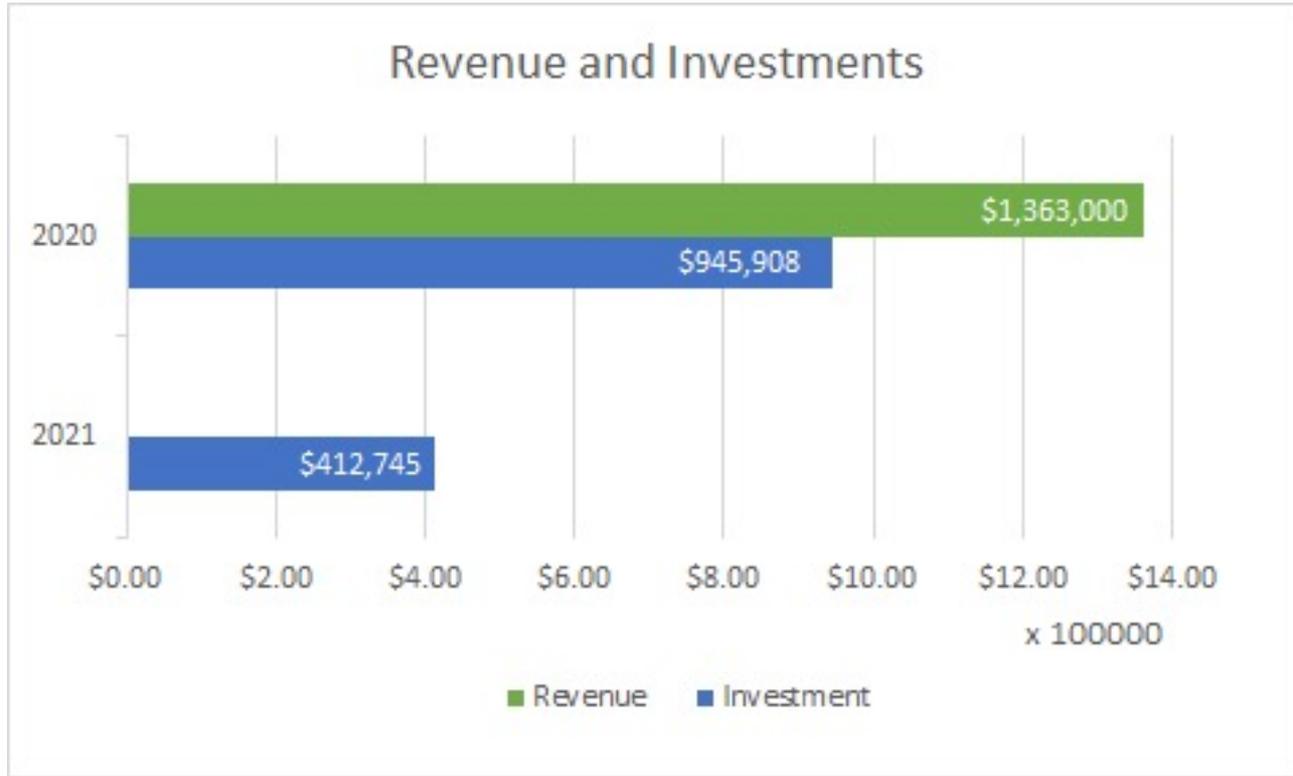
What can Jobs Trust funding be used for?

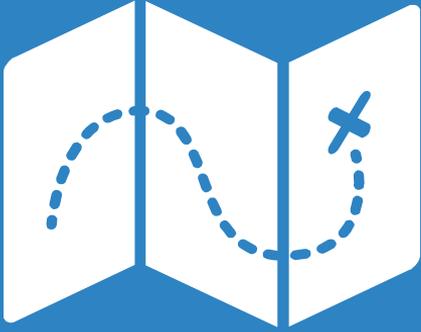
- ▶ Skill development for Somerville residents
- ▶ Equipment and software expenses
- ▶ Professional development for training providers
- ▶ Job quality programs and training for employees and employers
- ▶ Research, planning, and evaluation

To date, 5 Projects Have Paid a Total of \$1.36M in Jobs Linkage Fees

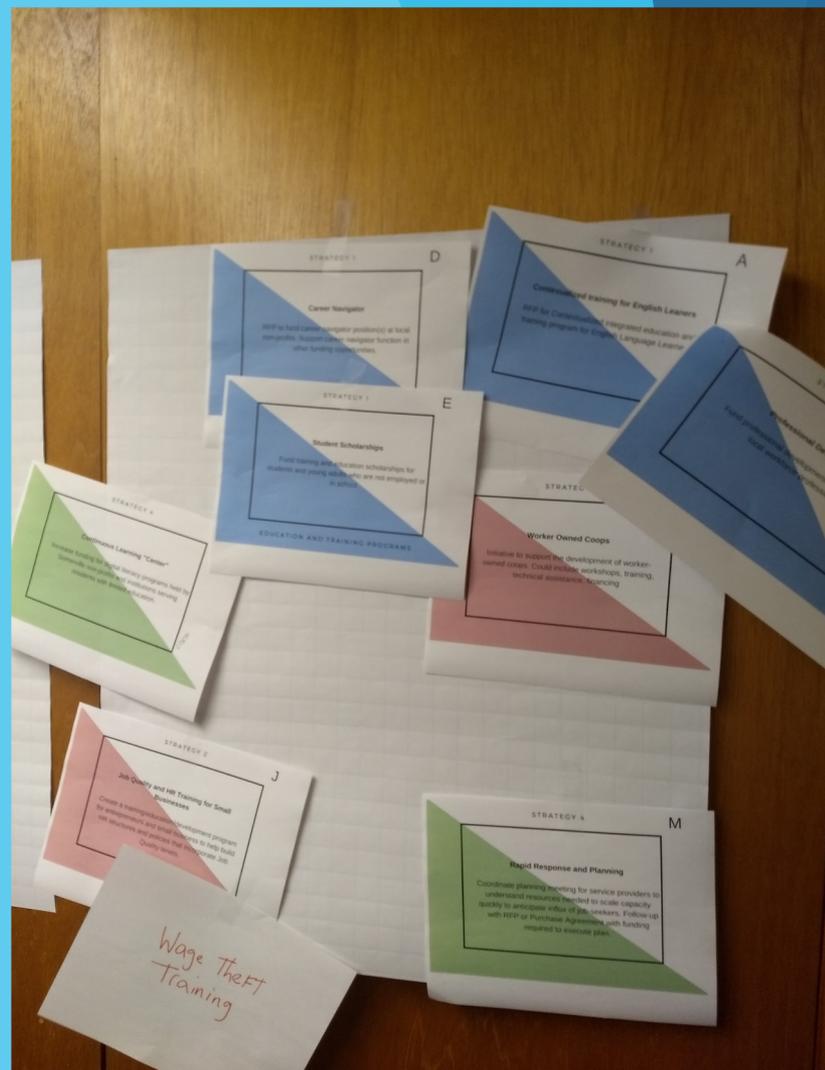


The JCRT has invested \$412,745 in 2021 and approximately \$1.35M to date.

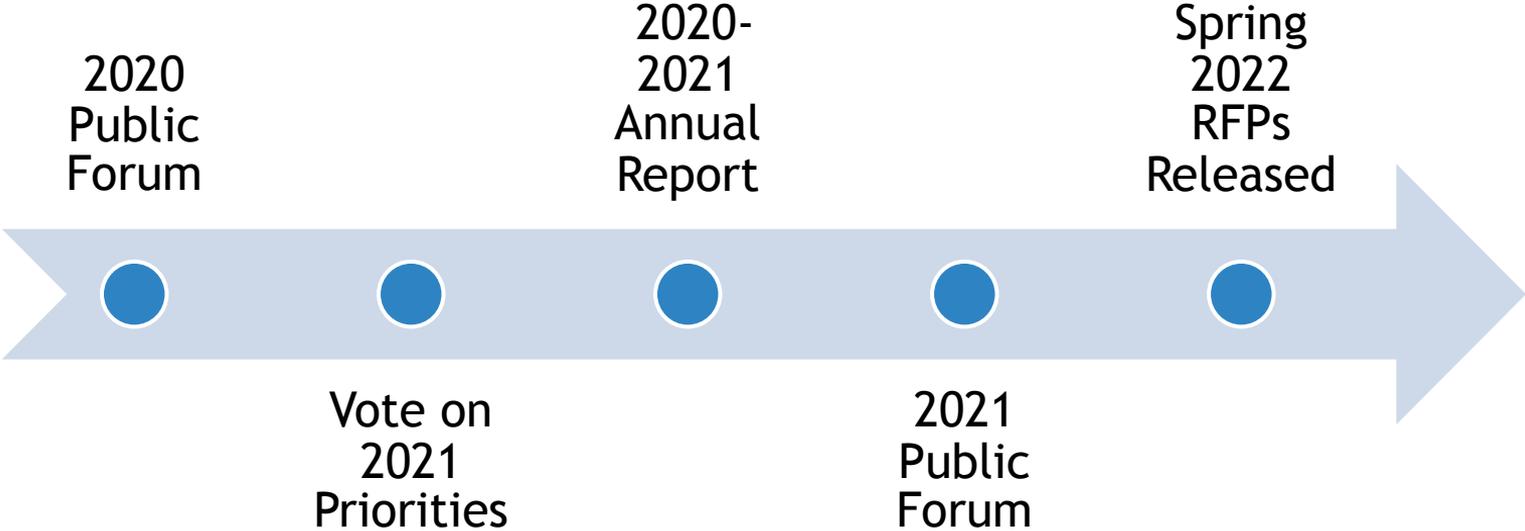




Investment Prioritization Process



2021 Investment Prioritization Process



Talent Equity Playbook Strategies

Strategy 1

Build a coordinated system of education and training services that ensures Somerville youth and adults achieve their career goals

Strategy 2

Position Somerville as a national leader in employee engagement practices

Strategy 3

Build a full suite of experiential learning opportunities for Somerville youth and adults

Strategy 4

Develop resiliency responses to the “future of work”

Industry Specific Training Investments



Asian American Civic Association

- ▶ Banking and Finance
- ▶ Alternative Fuels & Emissions
- ▶ EPIC Software
- ▶ Building Maintenance

Upcoming:

- ▶ Offshore Wind Tech

\$200,000



Just-A-Start

- ▶ Biomedical Careers
- ▶ IT Careers

\$113,523

Total: \$380,229



Per Scholas

- ▶ Software Engineer
- ▶ Cloud DevOps
- ▶ IT Support
- ▶ Amazon Web Services re/Start
- ▶ End User Desktop Support

\$66,706

Education and ESOL Investments

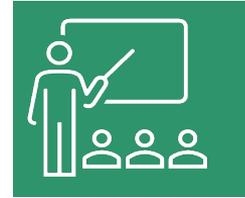


Somerville Center for Adult Learning Experiences (SCALE)

- ▶ Career Readiness
(Cisco and
Healthcare IT)
- ▶ Digital Literacy

\$118,933

Total: \$618,933



Bunker Hill Community College

- ▶ ESOL for
Customer Service

20-21: \$250,000

21-22: \$250,000

Employee Engagement and Workers' Rights



The Welcome Project, MassCOSH, and the Brazilian Worker Center

- ▶ Workers' Rights Workshops
- ▶ Wage Theft Education

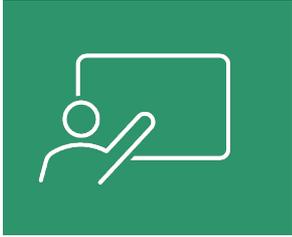
20-21: \$119,000

21-22: \$89,000*

*Board plans to revisit this amount as more funds become available to Trust

Total: \$208,000

Additional Investments



Workforce Development Coordinator

▶ William Blackmer

\$47,500



Experiential Learning Opportunity

▶ Forsyth Student Scholars
Program

\$4,000

Rapid Response Plan



City of Somerville and MassHire Department of Career Services

- ▶ Partnership to support current and future worker displacement

**No Monetary Investment
Anticipated**

Funding Allocated, but not obligated:

Quality Job HR
Training for small
businesses and
entrepreneurs -
\$81,000

Industry specific
trainings (option to
renew existing
contracts) -
\$381,000

Funding to support
childcare career
development
- TBD

Contextualized ESOL
(option to renew
existing contract) -
\$119,000

Additional Ideas

- ▶ The Welcome Project's Leadership Institute/Train-the-Trainer Program
- \$30,000
- ▶ A municipal apprenticeship training program
- TBD



Public Discussion

Our Questions

- ▶ What are two or three components or expectations we should build into Requests for Proposals, into the grants, for contextualized adult and English Language Learning and industry-specific training programs to ensure that these investments are as strong as possible?
- ▶ We have not received any strong proposals for providing small businesses with HR training that supports good quality jobs. This is a priority for the Trust and an important corollary to the workers' rights training. What are your thoughts on how we might bring this training or support to fruition?
- ▶ As you ponder all the various investments the Trust has made and is planning to make, do you have any advice for us as we make these investments over the coming months?

How to comment:

- ▶ Post a sticky-note on our <https://bit.ly/3D4uCYI>
- ▶ Share a post in the chat, our staff will post your comment in jamboard
- ▶ Following jamboard session, we will have a facilitated discussion



Thank you!

Additional written comments can be emailed to William Blackmer at wblackmer@somervillema.gov by 11/18/2021.